

Chairperson: Supervisor Kathy Arciszewski
Committee Clerk: Maribeth Welchman, 278-4226
Research Analyst: Robert Murphy, 278-5263

COMMITTEE ON PERSONNEL

Friday, January 18, 2002 -- 9:00 a.m.
Milwaukee County Courthouse, Room 201-B

MINUTES

TAPE NO. 8, Side A, No. 001 to 345

ROLL CALL:

PRESENT: Supervisors Schmitt, Bailey, Mayo, McGuigan, Ryan and Arciszewski
(Chairman)

EXCUSED: Supervisor Coggs-Jones (later present)

Scheduled Items:

1. 02-22(a) Reference file established by the County Board Chairman with respect to reports from the Director of Human Resources relative to reclassification of existing positions, reallocations of non-represented positions, appointments at an advanced rate of pay, advancements within the pay range and all revisions to ECP positions. **(FOR INFORMATIONAL PURPOSES)**

APPEARANCES: Dr. Anne Moore, Mental Health Division,
Behavioral Health Division
Mr. Robert Murphy, Research Analyst
Ms. Joanne Dobberfuhl, Department of Administration

Discussion ensued regarding reclassification of positions and appointments at an advanced step of the pay range; the matter was temporarily laid over on a motion by Supervisor Bailey. (Tape No. 8A-030).

Supervisor Coggs-Jones present tape no. 8A-102.

(Tape No. 8A-291): Roll call upon reconvening into open session:
PRESENT: Supervisors Schmitt, Bailey, Coggs-Jones, Mayo, McGuigan, Ryan and Arciszewski (Chairman)
EXCUSED: None

Scheduled Items (Continued):

Upon reconvening into open session, discussion ensued regarding errors on the report from the Director of Human Resources.

Ms. Moore stated that the Mental Health Title Code for Physician 2 should read: 47500/0019 and 47500/0034; Ms. Dobberfuhr stated that the Title Code for Sheriff Communication and Highway Safety Dispatcher should read: 03560/0003 and 03560/0023.

NO ACTION TAKEN BY THE COMMITTEE ON THE ABOVE ITEM.

2. 02-23(a) Reference file established by the County Board Chairman with respect to reports from the Director of Human Resources with respect to temporary assignments of non-represented employees to a higher classification. **(FOR INFORMATIONAL PURPOSES)**

NO ACTION TAKEN BY THE COMMITTEE ON THE ABOVE ITEM (Tape No. 8A-147).

3. 02-24(a) Reference file established by the County Board Chairman with respect to reports from the Director of Human Resources relative to dual employment. **(FOR INFORMATIONAL PURPOSES)**

NO ACTION TAKEN BY THE COMMITTEE ON THE ABOVE ITEM (Tape No. 8A-147).

4. 02-P-02 From Director, County Health Programs, submitting a status report on the Healthy Employee Program activities **(for information only). (Copy attached to original copy of these minutes.)**

The above item was not considered by the Committee at this time.

5. 02-15(a)(a) Reference file established by the County Board Chairman with respect to reports from the Director of Human Resources relative to temporary and emergency appointments in existence and extension of existing emergency and temporary appointments. **(REPORT FROM DIRECTOR, HUMAN RESOURCES.)**

APPEARANCES: Ms. Jertha Ramos-Colon, Deputy Director, DHR
Ms. Candace Richards, Human Resources Manager

Discussion ensued regarding the existing and emergency temporary appointments, specifically, an error in which a January, 2001 appointment was not removed from the list.

Scheduled Items (Continued):

MOTION BY: (MAYO) Approve the extension of existing emergency and temporary appointments. **(Vote 7-0)**

AYES: Schmitt, Bailey, Coggs-Jones, Mayo, McGuigan, Ryan and Arciszewski (Chairperson)

NOES: None

EXCUSED: None

RECOMMENDATIONS RELATIVE TO CLASSIFICATION AND RATES OF PAY FOR CREATION OF POSITIONS IF RECOMMENDED BY THE FINANCE COMMITTEE:

6. 02-37 From District Attorney, requesting authorization to create a half-time paralegal position to expand the project manager position for the Community Conferencing program. **(REPORTS FROM THE DEPARTMENTS OF ADMINISTRATION AND HUMAN RESOURCES.)**

APPEARANCES: Mr. Jim Martin, District Attorney's Office

MOTION BY: (BAILEY) Approve. **(Vote 7-0)**

AYES: Schmitt, Bailey, Coggs-Jones, Mayo, McGuigan, Ryan and Arciszewski (Chairperson)

NOES: None

EXCUSED: None

COLLECTIVE BARGAINING (CAUCUS) (CLOSED SESSION):

The Committee may adjourn into closed session under the provisions of Wisconsin Statutes, Section 19.85(1)(c), (e), (g), for the purpose of discussing the following matter(s):

7. 01-P-01 Deputy Sheriff's Association Collective Bargaining Caucus. **(CLOSED SESSION) (No written report available.)**

MOTION BY: (SCHMITT) Convene into closed session under the provisions of Wisconsin Statutes, Section 19.85(1)(c), (e), (g), for the purpose of discussing the above matter. **(Vote 7-0)** (Tape No. 8A-229).

AYES: Schmitt, Bailey, Coggs-Jones, Mayo, McGuigan, Ryan and Arciszewski (Chairperson)

NOES: None

EXCUSED: None

NO ACTION TAKEN BY THE COMMITTEE ON THE ABOVE ITEM.

Scheduled Items (Continued):

At the conclusion of the closed session, the Committee reconvened into open session to discuss the report from the Director of Human Resources relative to item number one (Tape No. 8A-291).

8. 02-56 Resolution/Ordinance by Supervisors Ordinans, Diliberti, Borkowski and others, modifying procedures for consideration of collective bargaining agreements by adopting an ordinance amending sections 79.02(1) and 80.04 of the General Ordinances of Milwaukee County. **(Also to the Finance and Audit Committee)**

APPEARANCES: Chairman Karen Ordinans, Milwaukee County Board of Supervisors
Mr. Earl Hawkins, Director, Department of Administration

MOTION BY: (MAYO) Approve.

MOTION BY: (BAILEY) Approve, as amended.

MOTION BY: (RYAN) Concur with the Finance Committee to approve, as amended.

Vote on motion to approve, as amended: (Vote 7-0)

AYES: Schmitt, Bailey, Coggs-Jones, Mayo, McGuigan, Ryan and Arciszewski (Chairperson)

NOES: None

EXCUSED: None

STAFF PRESENT: Mr. Robert Murphy, County Board Research Analyst
 Ms. Jertha Ramos-Colon, Deputy Director, Department of Human Resources
 Mr. Timothy Schoewe, Corporation Counsel's Office
 Mr. Earl Hawkins, Director Department of Administration

This meeting was recorded on tape, which is available for audit upon prior request of the Committee Clerk. The foregoing matters were not necessarily considered in agenda order. Committee "green files" contain copies of resolutions, amendments, ordinances, reports and correspondence, etc., which may be reviewed upon request of the Committee Clerk. The official copy of these minutes is available in the County Board office.

Adjourned: 10:30 a.m.

Scheduled Items (Continued):

mw:1/23/2002
minutes Pm011802

Maribeth Welchman, Committee Clerk

Chairperson: Supervisor Kathy Arciszewski
Committee Clerk: Maribeth Welchman, 278-4226
Research Analyst: Robert Murphy, 278-5263

COMMITTEE ON PERSONNEL
Friday, February 15 , 2002 – 9:00 a.m.
Milwaukee County Courthouse, Room 201-B

M I N U T E S

TAPE NO. 8, Side A, No. 350 to end
TAPE NO. 8, Side B, No. 001 to end
TAPE NO. 9, Side A, No. 001 to end
TAPE NO. 9, Side B, No. 001 to 385

ROLL CALL:

PRESENT: Supervisors Schmitt, Bailey, Coggs-Jones, Mayo, McGuigan, Ryan and
Arciszewski (Chairman)

EXCUSED: None

Scheduled Items:

1. 02-22(a) A. Reference file established by the County Board Chairman with respect to reports from the Director of Human Resources (DHR) relative to reclassification of existing positions, reallocations of non-represented positions, appointments at an advanced rate of pay, advancements within the pay range and all revisions to ECP positions. **(FOR INFORMATIONAL PURPOSES)** (Tape No. 8A-374)

APPEARANCES: Mrs. Jertha Ramos-Colon, Deputy Director, DHR

NO ACTION TAKEN BY THE COMMITTEE ON THE ABOVE ITEM.

- B. From Deputy Register of Deeds, appealing a decline of advancement within the pay range for the position of Administrative Specialist in the Register of Deeds Office. (Tape No. 8A-392)

APPEARANCES: Mrs. Jertha Ramos-Colon, Deputy Director, DHR

MOTION BY: (MAYO) Approve the recommendation of the Department of Resources to decline. **(Vote 7-0)**

Scheduled Items (Continued):

AYES: Schmitt, Bailey, Coggs-Jones, Mayo, McGuigan, Ryan and Arciszewski (Chairperson)

NOES: None

EXCUSED: None

2. 02-23(a) Reference file established by the County Board Chairman with respect to reports from the Director of Human Resources with respect to temporary assignments of non-represented employees to a higher classification. **(FOR INFORMATIONAL PURPOSES)**

APPEARANCES: Mrs. Jertha Ramos-Colon, Deputy Director, DHR (Tape No. 8A-397)

Mrs. Ramos-Colon stated the following corrections to the reports for items 1 and 2: Item 1, page 3: DPW, 5702, 62010/002, Facilities Work **Security** (Hourly), 7G, 6, \$5,287.00 and DPW, 5702, 13530/0134, Facilities worker, ~~7G~~, **7F**; and Item 2, page 1: DPW, Marchewka, Joseph, AIRPORT MAINT WORKER, 15KZ, ASST AIRPT MAINT SUPV, 23M, ~~2002/02/17~~ **2001/02/17**.

Supervisor Ryan expressed concerns relative to temporary assignments of non-represented employees to a higher classification and temporary and emergency appointments in existence. She stated that she objected to reports in file nos. 02-23(a) and 02-15(a).

MOTION BY: (COGGS-JONES) Receive and place of file reports for items 2 and 4 (File Nos. 02-23(a) and 02-15(a)) and direct the Sheriff's Department to report back to Committee in 60 days relative to temporary and emergency appointments of employees to a higher classification within the Sheriff's Department. **(Vote 6-1)**

AYES: Schmitt, Bailey, Coggs-Jones, Mayo, McGuigan, and Arciszewski (Chairperson)

NOES: Ryan

EXCUSED: None

3. 02-24(a) Reference file established by the County Board Chairman with respect to reports from the Director of Human Resources relative to dual employment. **(FOR INFORMATIONAL PURPOSES)**

NO ACTION TAKEN BY THE COMMITTEE ON THE ABOVE ITEM.

Scheduled Items (Continued):

4. 02-15(a) Reference file established by the County Board Chairman with respect to reports from the Director of Human Resources relative to temporary and emergency appointments in existence and extension of existing emergency and temporary appointments. **(FOR INFORMATIONAL PURPOSES)**

SEE ACTION UNDER NUMBER (2) ABOVE.

5. 02-108 From Director of Audits and County Board Director of Research submitting an informational report relative to County Sick Leave Payouts. **(FOR INFORMATIONAL PURPOSES)**

APPEARANCES: Mr. Jerry Heer, Director of Audits (Tape No. 8B-138)
Mr. Rob Henken, County Board Fiscal and Budget Analyst

NO ACTION TAKEN BY THE COMMITTEE ON THE ABOVE ITEM.

6. 02-131 Resolution/Ordinance modifying pension and sick leave benefits. **(Also to the Pension Study Commission and Committee on Finance and Audit.) (REPORT FROM DEPUTY CORPORATION COUNSEL DATED 2/14/02.)**

APPEARANCES: Mr. Cliff Van Beek (against) (Tape No. 9A-065)
Mr. James Eggers (against) (Tape No. 9B-137)
Mr. Rob Henken, County Board Fiscal and Budget Analyst (Tape No. 9A-269)
Mr. Timothy Schoewe, Deputy Corporation Counsel (Tape No. 9A-254)
Mr. Jerry Heer, Director of Audits
Chairman Karen Ordinans (Tape No. 9A-481)
Supervisor Roger Quindel, 18th District (Tape No. 9B-001)
Ms. Maureen Murphy, County Executive's Office (Tape No. 9B-209)

Mr. Van Beek stated that the ordinance roll back does not give credit hours for sick time like it had previously, granting pension credits for sick time; Mr. Eggers reiterated this concern. Extensive discussion ensued regarding limiting County liabilities, filling positions of retirees, and possible litigation.

Supervisor McGuigan stated that he would like to get together with the Department of Audit, County Board staff and Corporation Counsel to discuss this further and see if an amendment could be crafted to present to the Committee.

Scheduled Items (Continued):

Ms. Murphy stated that the County Executive supports the resolution and will sign it immediately upon adoption by the County Board.

MOTION BY: (RYAN) Approve (Tape No. 9A-580).

MOTION BY: (MAYO) Separate action on lines 157 through 202 (Section 3): **(Vote 5-1)**

AYES: Schmitt, Coggs-Jones, McGuigan, Ryan and Arciszewski (Chairperson)

NOES: Mayo

EXCUSED: Bailey

VOTE ON MOTION TO APPROVE THE REMAINDER OF THE RESOLUTION/ORDINANCE: (Vote 6-0)

AYES: Schmitt, Coggs-Jones, Mayo, McGuigan, Ryan and Arciszewski (Chairperson)

NOES: None

EXCUSED: Bailey

RECOMMENDATIONS RELATIVE TO CLASSIFICATION AND RATES OF PAY FOR CREATION OF POSITIONS IF RECOMMENDED BY THE FINANCE COMMITTEE:

7. 02-121 From Administrator, Behavioral Health Division, requesting creation of one position of Research and Program Evaluation Data Analyst and one half-time position of Clerk 3 Data Entry and abolishment of one position of Quality Management Coordinator within the Behavioral Health Division. **(Also to the Committee on Finance and Audit and the Departments of Administration and Human Resources.) (REPORTS FROM THE DEPARTMENTS OF ADMINISTRATION (2/5/02 AND HUMAN RESOURCES (2/8/02).)** (Tape No. 8B-083)

APPEARANCES: Dr. Anne Moore, Behavioral Health Division

MOTION BY: (RYAN) Approve. **(Vote 7-0)**

AYES: Schmitt, Bailey, Coggs-Jones, Mayo, McGuigan, Ryan and Arciszewski (Chairperson)

NOES: None

EXCUSED: None

Scheduled Items (Continued):

COLLECTIVE BARGAINING (CAUCUS) (CLOSED SESSION):

The Committee may adjourn into closed session under the provisions of Wisconsin Statutes, Section 19.85(1)(c), (e), (g), for the purpose of discussing the following matter. At the conclusion of the closed session, the Committee may reconvene in open session to take whatever action(s) it may deem necessary.

8. 01-P-01 Deputy Sheriff's Association Collective Bargaining Caucus. **(CLOSED SESSION)**

MOTION BY: (SCHMITT) Move to go into closed session under the provisions of Wisconsin Statutes, Section 19.85(1)(c), (e), (g), for the purpose of discussing item eight. (Tape No. 9B-380) **(Vote 6-0)**
AYES: Schmitt, Coggs-Jones, Mayo, McGuigan, Ryan and Arciszewski (Chairperson)
NOES: None
EXCUSED: Bailey

The Committee did not reconvene into open session to take action on the above item.

9. 02-129 An ordinance by Supervisors McGuigan, Quindel, Jasenski and others, to amend Section 201.24(8.2) of the General Ordinances of Milwaukee County relating to the Milwaukee County Employees' Retirement System. **(AMENDMENT BY SUPERVISOR RYAN.)**

APPEARANCES: Mr. Robert Murphy, County Board Research Analyst

MOTION BY: (RYAN) Approve amendment. (Tape No. 9B-265)

Supervisor Mayo moved to amend to add a retiree as a voting member and to cut one elected member. Supervisor McGuigan stated that he does not have a problem with the retiree being a non-voting member.

MOTION BY: (McGUIGAN) Approve, as amended by Supervisor Ryan relative to including a retiree of Milwaukee County.

Mr. Murphy stated that all members, including a potential Milwaukee County retiree, would be voting members. Supervisor McGuigan accepted this condition as a friendly amendment to his resolution/ordinance. (Tape No. 9B-369)

MOTION BY: (COGG-JONES) Refer the resolution and both amendments (Supervisor Ryan and Supervisor Mayo (verbal).) (Tape

Scheduled Items (Continued):

No. 9B-322)

***VOTE ON MOTION TO REFER THE RESOLUTION/ORDINANCE
AND AMENDMENTS BY SUPERVISORS RYAN AND MAYO TO
COUNTY BOARD STAFF. (Vote 6-0)***

AYES: Schmitt, Coggs-Jones, Mayo, McGuigan, Ryan and Arciszewski
(Chairperson)

NOES: None

EXCUSED: Bailey

10. 02-70 Resolution/Ordinance by Supervisors Lutzka and Launstein, to rescind pension and sick leave benefits recently enacted for County Board Supervisors and the County Executive. **(Also to Committee on Finance and Audit) (CORRECTED RESOLUTION/ORDINANCE)**

MOTION BY: (SCHMITT) Place on file. (Vote 7-0)

AYES: Schmitt, Bailey, Coggs-Jones, Mayo, McGuigan, Ryan and Arciszewski (Chairperson)

NOES: None

EXCUSED: None (Tape No. 9A-033)

11. 02-R-02 From Fiscal and Budget Administrator, regarding the County Executive's directive to departments regarding continuation of hiring and purchasing freezes and analyses of retirement and state budget reform proposal impacts. **(INFORMATIONAL) (Also to Committee on Finance and Audit) (Copy attached to original copy of these minutes.)**

APPEARANCES: Mr. Terry Kocourek, Fiscal and Budget Administrator, Department of Administration (Tape No. 8B-350)

NO ACTION TAKEN BY THE COMMITTEE ON THE ABOVE ITEM.

12. 02-79(a) An adopted resolution directing the Department of Administration to prepare and submit a report to the Committee on Finance and Audit for consideration at its February 14, 2002 meeting that shall include information regarding those departments that have been or expect to be hardest hit by a large number of retirements in 2002 and directing the Department of Audit to conduct a review of the organizational structure of certain County departments, which report shall be submitted to the committee on Finance and Audit on a timely basis. **(REPORT FROM THE DEPARTMENT OF ADMINISTRATION) (Also to Committee on Finance and Audit)**

APPEARANCES: Mrs. Jertha Ramos-Colon, Deputy Director, DHR

Scheduled Items (Continued):

Mr. Terry Kocourek, Department of Administration (Tape No. 8B-440)

NO ACTION TAKEN ON THE ABOVE ITEM.

13. 02-R-03 From William M. Mercer, regarding update of cost impact calculation of the back drop provision included in the pension changes effective January 1, 2001. **(Also to the Committee on Finance and Audit) (INFORMATIONAL) (Copy attached to original copy of these minutes.)**

APPEARANCES: Mr. Rob Henken, County Board Fiscal and Budget Analyst (Tape No. 8B-500)

Mr. Jerry Heer, Director of Audits (Tape No. 9A-009)

NO ACTION TAKEN BY THE COMMITTEE ON THE ABOVE ITEM.

STAFF PRESENT: Mr. Robert Murphy, County Board Research Analyst
Mrs. Jertha Ramos-Colon, Deputy Director, DHR
Mr. Jerome Heer, Director of Audits
Mr. Rob Henken, County Board Fiscal and Budget Analyst
Mr. Timothy Schoewe, Deputy Corporation Counsel
Ms. Ms. Maureen Murphy, County Executive's Office
Dr. Anne Moore, Behavioral Health Division
Mr. Terry Kocourek, Fiscal and Budget Administrator, Department of Administration

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Adjourned: 12:15 p.m.

Maribeth Welchman

Maribeth Welchman, Committee Clerk

mw:2/15/2002 2:33:00 PM
Pm021502 minutes

Scheduled Items (Continued):

Chairperson: Supervisor Kathy Arciszewski
Committee Clerk: Maribeth Welchman, 278-4226
Research Analyst: Robert Murphy, 278-5263

COMMITTEE ON PERSONNEL
Friday, March 15 , 2002 -- 9:00 a.m.
Milwaukee County Courthouse, Room 201-B

M I N U T E S

TAPE NO. 10, Side A, No. 077 to 610

ROLL CALL:

PRESENT: Supervisors Schmitt, Bailey, Mayo, McGuigan, Ryan and Arciszewski
(Chairman)

EXCUSED: Supervisor Coggs-Jones (later present)

Scheduled Items:

1. 02-130 Resolution for Supervisors Diliberti, Ordinans, Borkowski and others, directing County Board staff to compare the duties and composition of Milwaukee County's Pension Board, Pension Study Commission, Ethics Board and Election Commission to those of similar sized counties and to review information from the Government Finance Officers Association and other professional organizations with regard to similar boards and/or commissions. **(Also to Committee on Judiciary, Safety and General Services)**

APPEARANCES: Chairman Karen Ordinans, Milwaukee County Board of Supervisors (Tape No. 10A-087)

Mr. Webster Harris, Chairman, Milwaukee County Election Commission (support of Commission increased from three to five members)

Supervisor Coggs-Jones present (Tape No. 10A-124).

MOTION BY: (SCHMITT) Concur with the Judiciary Committee to approve. **(Vote 7-0)**

AYES: Schmitt, Bailey, Coggs-Jones, Mayo, McGuigan, Ryan and Arciszewski (Chairperson)

NOES: None

EXCUSED: None

Scheduled Items (Continued):

2. 02-129 An Ordinance by Supervisors McGuigan, Quindel, Jasenski and others, to amend Section 201.24(8.2) of the General Ordinances of Milwaukee County relating to the Milwaukee County Employees' Retirement System. **(Also to Pension Study Commission)**

APPEARANCES: Mr. Doug Jenkins, Deputy Director of Audits (Tape No. 10A-145)

Ms. Patty Yunk, AFSCME, D.C. 48

MOTION BY: (McGUIGAN) Approve, amended to add: "One retired employee of county service as a nonvoting member and the Director of Human Resources as a nonvoting member."

MOTION BY: (McGUIGAN) Amend to add: "one retired employee of county service elected by retirees as a nonvoting member."

MOTION BY: (RYAN) Lay over. **(Vote 6-1)**

AYES: Schmitt, Bailey, Coggs-Jones, Mayo, Ryan and Arciszewski (Chairperson)

NOES: McGuigan

EXCUSED: None

3. 02-22(a) Reference file established by the County Board Chairman with respect to reports from the Director of Human Resources relative to reclassification of existing positions, reallocations of non-represented positions, appointments at an advanced rate of pay, advancements within the pay range and all revisions to ECP positions. **(FOR INFORMATIONAL PURPOSES)**

NO ACTION TAKEN BY THE COMMITTEE ON THE ABOVE ITEM
(Tape No. 10A-588).

4. 02-23(a) Reference file established by the County Board Chairman with respect to reports from the Director of Human Resources relative to temporary assignments of non-represented employees to a higher classification. **(FOR INFORMATIONAL PURPOSES)**

NO ACTION TAKEN BY THE COMMITTEE ON THE ABOVE ITEM.

5. 02-24(a) Reference file established by the County Board Chairman with respect to reports from the Director of Human Resources with respect to dual employment. **(FOR INFORMATIONAL PURPOSES)**

NO ACTION TAKEN BY THE COMMITTEE ON THE ABOVE ITEM.

Scheduled Items (Continued):

6. 02-15(a) Reference file established by the County Board Chairman with respect to reports from the Director of Human Resources relative to temporary and emergency appointments in existence and extension of existing emergency and temporary. **(FOR INFORMATIONAL PURPOSES)**

NO ACTION TAKEN BY THE COMMITTEE ON THE ABOVE ITEM.

COLLECTIVE BARGAINING (CAUCUS) (CLOSED SESSION):

The Committee may adjourn into closed session under the provisions of Wisconsin Statutes, Section 19.85(1)(c), (e), (g), for the purpose of discussing the following matter:

7. 01-P-01 Deputy Sheriff's Association Collective Bargaining Caucus.
(CLOSED SESSION)

MOTION BY: (SCHMITT) Convene into closed session. **(Vote 6-0)**

AYES: Schmitt, Bailey, Coggs-Jones, McGuigan, Ryan and
Arciszewski (Chairperson)

NOES: None

EXCUSED: Mayo

At the conclusion of the closed session, the Committee did not reconvene into open session.

STAFF PRESENT: Mr. Robert Murphy, County Board Research Analyst

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Adjourned: 10 a.m.

Maribeth Welchman

Committee Clerk

mw:Pm031502 minutes

Scheduled Items (Continued):

Chairperson: Supervisor Kathy Arciszewski
Committee Clerk: Maribeth Welchman, 278-4226
Research Analyst: Robert Murphy, 278-5263

COMMITTEE ON PERSONNEL
Friday, April 19, 2002 -- 9:00 a.m.
Milwaukee County Courthouse, Room 201-B
MINUTES

TAPE NO. 11, Side A, No. 001 to end of tape
TAPE NO. 11, Side B, No. 001 to end to tape
TAPE NO. 12, Side A, No. 001 to end of tape
TAPE NO. 12, Side B, No. 001 to 130

ROLL CALL:

PRESENT: Supervisors Schmitt, Bailey, Mayo, McGuigan, Ryan and Arciszewski
(Chairman)

EXCUSED: Supervisor Coggs-Jones (later present)

Scheduled Items:

1. 02-22(a) Reference file established by the County Board Chairman with respect to reports from the Director of Human Resources relative to reclassification of existing positions, reallocations of non-represented positions, appointments at an advanced rate of pay, advancements within the pay range and all revisions to ECP positions. **(FOR INFORMATIONAL PURPOSES)**

APPEARANCES: Mrs. Jertha Ramos-Colon, Deputy Director, DHR
Ms. Minnie Linyear, Human Resources Manager

Supervisor Coggs-Jones present (Tape No. 11A-014).

Supervisor Ryan requested that the Department of Human Resources and Department of Administration submit a report with each of the above reports until such time that the hiring and reclassification freeze is lifted (Tape No. 11A-025).

NO ACTION TAKEN BY THE COMMITTEE ON THE ABOVE ITEM.

2. 02-23(a) Reference file established by the County Board Chairman with respect to reports from the Director of Human Resources relative to temporary assignments of non-represented employees to a higher classification. **(FOR INFORMATIONAL PURPOSES)**

Scheduled Items (Continued):

NO ACTION TAKEN BY THE COMMITTEE ON THE ABOVE ITEM.

3. 02-24(a) Reference file established by the County Board Chairman relative to reports from the Director of Human Resources with respect to dual employment. **(FOR INFORMATIONAL PURPOSES)**

NO ACTION TAKEN BY THE COMMITTEE ON THE ABOVE ITEM.

4. 02-15(a) Reference file established by the County Board Chairman with respect to reports from the Director of Human Resources relative to temporary and emergency appointments in existence and extension of existing emergency and temporary appointments made between 12/1/01 and 1/31/02.

APPEARANCES: Mrs. Jertha Ramos-Colon, Deputy Director, DHR

MOTION BY: (SCHMITT) Approve the extension of emergency and temporary appointments made between December 1, 2001 and January 31, 2002 (Tape No. 11A-116). **(Vote 7-0)**

AYES: Schmitt, Bailey, Coggs-Jones, Mayo, McGuigan, Ryan and Arciszewski (Chairperson)

NOES: None

EXCUSED: None

5. 02-234 Resolution/Ordinance by Supervisors Krug, Davis, Quindel and others, establishing and freezing the rate of pay for five constitutional officers for the term of office commencing in January 2003 at the rate that existed at the end of the existing term of office.

APPEARANCES: Supervisor Robert Krug, 9th District
Mrs. Jertha Ramos-Colon, Deputy Director, DHR

MOTION BY: (MAYO) Temporarily lay over (Tape No. 11A-118).
NO OBJECTIONS; SO ORDERED.

APPEARANCES: Supervisor Robert Krug, 9th District
Mrs. Jertha Ramos-Colon, Deputy Director, DHR
Mr. Timothy Schoewe, Deputy Corporation Counsel

Ms. Ramos-Colon stated that the Department of Human Resources would provide information [to Supervisor Krug] regarding a comparative analysis of salaries of these positions.

Scheduled Items (Continued):

Supervisor Schmitt in the chair (Tape No. 11B-247).

MOTION BY: (McGUIGAN) Approve. **(Vote 7-0)**

AYES: Arciszewski, Bailey, Coggs-Jones, Mayo, McGuigan, Ryan and Schmitt (Acting Chairperson)

NOES: None

EXCUSED: None

6. 02-219 Resolution by Supervisor Zielinski, requesting the Sheriff, in conjunction with the Department of Human Resources and the Department of Labor Relations, to review the possibility of instituting a promotional exam for the position of captain which would require an objective testing procedure in order for individuals in the Sheriff's Department to be elevated to the rank of captain. **(Also to the Committee on Judiciary, Safety and General Services.)**

APPEARANCES: Mr. Aaron Hurvitz, Attorney, Deputy Sheriff's Association (support)

Mr. Jerry Rieder, Milwaukee Deputy Sheriff's Association (support)
Sheriff David A. Clarke, Jr.

Supervisor T. Anthony Zielinski, Twelfth District (support)

MOTION BY: (RYAN) Approve, as amended (written amendment by Supervisor Zielinski). **(Vote 7-0)**

MOTION BY: (COGGS-JONES) Direct the Department of Human Resources to come back with a holistic plan; add a be it further resolved clause to read: "Direct the Department of Human Resources, in conjunction with the Sheriff's Department, to study the structure of the different levels within the Sheriff's Department to see which positions need testing. **(Amendment accepted by Supervisor Ryan.)**

VOTE ON MOTION TO APPROVE, AS AMENDED: (Vote 7-0)

AYES: Schmitt, Bailey, Coggs-Jones, Mayo, McGuigan, Ryan and Arciszewski (Chairperson)

NOES: None

EXCUSED: None

7. 02-240 Resolution by Supervisors Mayo, Coggs-Jones, Holloway and others, to create a citizens advisory committee made up of persons living and working in Milwaukee County to provide input to the Select Committee on County Government Structures and Procedures headed by the Greater Milwaukee Committee. **(Also to the Committee on**

Scheduled Items (Continued):

Finance and Audit.)

Supervisor Schmitt in the chair.

MOTION BY: (McGUIGAN) Approve (Tape No. 11B-332).

Supervisor Coggs-Jones made the following correction: "6. Martin Luther King Community Center ~~Advisory~~ **Festival** Board"

MOTION BY: (BAILEY) Amend to add where the list of organizations begins: "including, but not limited to the following organizations and such other organizations and/or individuals that apply for membership and are approved by a majority of the included groups.

Vote on motion to approve, as amended: (Vote 7-0)

AYES: Arciszewski, Bailey, Coggs-Jones, Mayo, McGuigan, Ryan and Schmitt (Acting Chairperson)

NOES: None

EXCUSED: None

8. 02-79 From Director of Audits, submitting a Salary Survey of Selected Top
(a)(a) Managers and Elected Officials, dated April 2002. **(Also to**
Committee on Finance and Audit) (COPIES PREVIOUSLY
PROVIDED)

Supervisor Arciszewski in the chair (Tape No. 11B-400).

APPEARANCES: Mr. Jerome Heer, Director of Audits

MOTION BY: (RYAN) Concur with the Finance Committee.

MOTION BY: (COGGS-JONES) Add the group(s) referred to in file no. 02-240.

VOTE ON MOTION TO CONCUR, AS AMENDED: (Vote 7-0)

AYES: Schmitt, Bailey, Coggs-Jones, Mayo, McGuigan, Ryan and Arciszewski (Chairperson)

NOES: None

EXCUSED: None

9. 02-82 From Director of Audits, submitting an Audit of Milwaukee County's
(a)(a) Development and Adoption of 2001 – 2004 Wage and Benefit
Package, dated April 2002. **(Also to Committee on Finance and**

Scheduled Items (Continued):

Audit) (COPIES PREVIOUSLY PROVIDED)

APPEARANCES: Mr. Jerome Heer, Director of Audits

Supervisor Schmitt in the chair (Tape No. 11B-644).

Supervisor Arciszewski suggested that the Audit Department go back to the previous four-year contract to review [the impact over the period of the contract].

Supervisor Bailey urged the Audit Department to include information regarding the four-year block of time proceeding this contract in terms of the projected \$112,000 costs and [as the current contract progresses] the actual costs. In addition, he asked that the Audit Department solicit the cooperation of the principles involved in the consideration of the [current] labor contracts to provide further information (Tape No. 12A-530).

MOTION BY: (RYAN) Concur with the Finance Committee in their recommendation and direct County Board staff to send copies of this report to the County Executive, Department of Human Resources, Department of Labor Relations and the newly-formed Citizens Advisory Council (File No. 02-240). **(Vote 5-0)**

AYES: Arciszewski, Mayo, McGuigan, Ryan and Schmitt
(Chairperson)

NOES: None

EXCUSED: Bailey and Coggs-Jones

COLLECTIVE BARGAINING (CAUCUS) (CLOSED SESSION):

The Committee may adjourn into closed session under the provisions of Wisconsin Statutes, Section 19.85(1)(c), (e), (g), for the purpose of discussing the following matter(s):

10. 01-P-01 Deputy Sheriff's Association Collective Bargaining Caucus.
(CLOSED SESSION)

APPEARANCES: Mr. Timothy Schoewe, Deputy Corporation Counsel

Mr. Schoewe stated that he has nothing to report on the above matter.

NO ACTION TAKEN BY THE COMMITTEE ON THE ABOVE ITEM.

Scheduled Items (Continued):

At the conclusion of the closed session, the Committee may reconvene in open session to take whatever action(s) it may deem necessary on the aforesaid matter(s).

*** * * * ***

11. 02-P-03 From Acting Director, Department of Human Resources, submitting an informational report relative to Milwaukee County Supervisory Training Information. **(Copy attached to original copy of these minutes.)**

APPEARANCES: Ms. Patricia Villarreal, DHR
Mrs. Jertha Ramos-Colon, Deputy Director, DHR
Mr. Bill Mollenhauser, Milwaukee D.C. 48

MOTION BY: (RYAN) Refer back to the Department of Human Resources and County Board staff to report back in sixty days relative to the questions raised by the Committee. **(Vote 4-0)**
AYES: Schmitt, McGuigan, Ryan and Arciszewski (Chairperson)
NOES: None
EXCUSED: Bailey, Coggs-Jones and Mayo

STAFF PRESENT: Mr. Robert Murphy, County Board Research Analyst
Mrs. Jertha Ramos-Colon, Deputy Director, DHR
Ms. Minnie Linyear, Human Resources Manager
Sheriff David A. Clarke, Jr.
Mr. Jerome Heer, Director of Audits
Mr. Timothy Schoewe, Deputy Corporation Counsel
Ms. Patricia Villarreal, DHR

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Adjourned: 12:30 p.m.

Maribeth Welchman
Committee Clerk

mw:Monday, April 22, 2002
Pm021902 minutes

Chairperson: Supervisor Kathy Arciszewski
Committee Clerk: Maribeth Welchman, 278-4226
Research Analyst: Robert Murphy, 278-5263

COMMITTEE ON PERSONNEL
Friday, May 17, 2002 -- 9:00 a.m.
Milwaukee County Courthouse, Room 201-B
M I N U T E S

TAPE NO. 12, Side B, No. 155 to end of tape
TAPE NO. 13, Side A, No. 001 to 365

ROLL CALL:

PRESENT: Supervisors Schmitt, Bailey, Coggs-Jones, Mayo, McGuigan, Ryan and Arciszewski (Chairman)

EXCUSED: None

Scheduled Items:

1. 02-22(a) Reference file established by the County Board Chairman with respect to reports from the Director of Human Resources relative to reclassification of existing positions, reallocations of non-represented positions, appointments at an advanced rate of pay, advancements within the pay range and all revisions to ECP positions. **(FOR INFORMATIONAL PURPOSES)**

NO ACTION TAKEN BY THE COMMITTEE ON THE ABOVE ITEM.

2. 02-23(a) Reference file established by the County Board Chairman with respect to reports from the Director of Human Resources relative to temporary assignments of non-represented employees to a higher classification. **(FOR INFORMATIONAL PURPOSES)**

NO ACTION TAKEN BY THE COMMITTEE ON THE ABOVE ITEM.

3. 02-24(a) Reference file established by the County Board Chairman relative to reports from the Director of Human Resources with respect to dual employment. **(FOR INFORMATIONAL PURPOSES)**

NO ACTION TAKEN BY THE COMMITTEE ON THE ABOVE ITEM.

4. 02-15(a) A. Reference file established by the County Board Chairman with respect to reports from the Director of Human Resources relative to temporary and emergency appointments in existence and

Scheduled Items (Continued):

extension of existing emergency and temporary appointments.
(FOR INFORMATIONAL PURPOSES)

NO ACTION TAKEN BY THE COMMITTEE ON THE ABOVE ITEM.

- B. From the Director of Human Resources regarding the extension of existing emergency and temporary appointments made between February 1, and March 31, 2002 (Tape No. 13A-254).

MOTION BY: (SCHMITT) Approve item 4B (File No. 02-15(a)(d)).

(Vote 6-0)

AYES: Schmitt, Bailey, Coggs-Jones, Mayo, Ryan and Arciszewski
(Chairperson)

NOES: None

EXCUSED: McGuigan

5. 02-289 From the Director of Parks, Recreation and Culture, requesting authorization to enter into a Memorandum of Understanding with the Private Industry Council for summer youth employment.

APPEARANCES: Mr. Greg Mc Kinstry, Parks Department
Mr. Robert Murphy, County Board Research Analyst
Mrs. Jertha Ramos-Colon, Deputy Director, DHR

Mr. Murphy stated that section B, number 1, should be changed to allow the county to accept applications from anywhere in our normal civil service process. Ms. Ramos-Colon stated that Rule 4, number 6 should be looked at relative to the commitment that we have to hire 100 individuals.

MOTION BY: (MAYO) Approve (Tape No. 13A-274).

MOTION BY: (BAILEY) Amend to include the wording "allow the county to accept applications from anywhere in our normal civil service process."

VOTE ON MOTION TO APPROVE, AS AMENDED: (Vote 7-0)

AYES: Schmitt, Bailey, Coggs-Jones, Mayo, McGuigan, Ryan and Arciszewski (Chairperson)

NOES: None

EXCUSED: None

6. 02-288 From the County Executive, appointing Mr. Chuck Grapentine to the position of Director of the Milwaukee County Department of Human

Scheduled Items (Continued):

Resources.

APPEARANCES: County Executive Scott Walker
Mr. Chuck Grapentine
Supervisor Willie Johnson, Jr., District 13

MOTION BY: (McGUIGAN) Approve (Tape No. 12B-325).

MOTION BY: (RYAN) Amend to be "contingent upon the appointee moving into Milwaukee county within six months." **(FAILS: Vote 2-5)**

AYES: Mayo and Ryan

NOES: Arciszewski, Bailey, Coggs-Jones, McGuigan and Schmitt
(Chairman)

EXCUSED: None

VOTE ON MOTION TO CONFIRM (Tape No. 13A-100): (Vote 5-2)

AYES: Schmitt, Bailey, Coggs-Jones, McGuigan, and Arciszewski
(Chairperson)

NOES: Mayo and Ryan

EXCUSED: None

STAFF PRESENT: Mr. Robert Murphy, County Board Research Analyst
Mr. Greg McKinstry, Human Resources Manager, Parks Dept.
Mrs. Jertha Ramos-Colon, Deputy Director, DHR

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Adjourned: 11:30 a m.

Maribeth Welchman

Committee Clerk

mw:6/20/2002:Pm051702

Chairperson: Supervisor Kathy Arciszewski
Committee Clerk: Maribeth Welchman, 278-4226
Research Analyst: Robert Murphy, 278-5263

COMMITTEE ON PERSONNEL
Friday, June 14 , 2002 – 9:00 a.m.
Milwaukee County Courthouse, Room 201-B
M I N U T E S

TAPE NO. 13, Side A, No. 370 to end of tape

TAPE NO. 13, Side B, No. 001 to 232

ROLL CALL:

PRESENT: Supervisors Schmitt, Bailey, Coggs-Jones, Mayo, McGuigan, Ryan and
Arciszewski (Chairman)

EXCUSED: None

Scheduled Items:

1. 02-22(a) Reference file established by the County Board Chairman with respect to reports from the Director of Human Resources relative to reclassification of existing positions, reallocations of non-represented positions, appointments at an advanced rate of pay, advancements within the pay range and all revisions to ECP positions. **(FOR INFORMATIONAL PURPOSES)**

APPEARANCES: Mrs. Jertha Ramos-Colon, Deputy Director, DHR

Supervisor Bailey requested that the fiscal impact be included in the reclassification report; Supervisor Mayo stated that the tax levy impact should also be included. (Tape No. 13A-380)

2. 02-23(a) Reference file established by the County Board Chairman with respect to reports from the Director of Human Resources relative to temporary assignments of non-represented employees to a higher classification. **(FOR INFORMATIONAL PURPOSES)**

NO ACTION TAKEN BY THE COMMITTEE ON THE ABOVE ITEM.

3. 02-24(a) Reference file established by the County Board Chairman relative to reports from the Director of Human Resources with respect to dual employment. **(FOR INFORMATIONAL PURPOSES)**

NO ACTION TAKEN ON THE ABOVE ITEM.

4. 02-15(a) Reference file established by the County Board Chairman with respect to reports from the Director of Human Resources relative to temporary and emergency appointments in existence and extension of existing emergency and temporary appointments. **(FOR INFORMATIONAL PURPOSES)**

NO ACTION TAKEN ON THE ABOVE ITEM.

Scheduled Items (Continued):

5. 02-307 From Pension Board Chairman, Milwaukee County Employee's Retirement System, relative to County Contribution to the Employees' Retirement System and OBRA 1990 Retirement System. **(Also to Committee on Finance and Audit)** (Tape No. 13A-450)

APPEARANCES: Mrs. Jertha Ramos-Colon, Deputy Director, DHR
Mr. Rob Henken, Director of County Board Research

MOTION BY: (BAILEY) Direct County Board staff to report back relative to fully-funding the pension fund (as opposed to funding it at 110%), including an analysis of the minutes of the pension board as it relates to this issue.

MOTION BY: (MAYO) Lay over and refer to County Board staff.
(Vote 7-0)

AYES: Schmitt, Bailey, Coggs-Jones, Mayo, McGuigan, Ryan and Arciszewski (Chairperson)

NOES: None

EXCUSED: None

6. 02-326 From Acting Director of Human Resources, submitting a resolution/ordinance creating Section 17.105 of the General Ordinances of Milwaukee County in order to provide for the performance awards for incumbents of positions not included in the Executive Compensation Plan.

APPEARANCES: Mrs. Jertha Ramos-Colon, Deputy Director, DHR

MOTION BY: (MAYO) Refer to the Department of Audit, Department of Administration and County Board staff for a fiscal analysis. (Tape No. 13A-700) **(Vote 7-0)**

AYES: Schmitt, Bailey, Coggs-Jones, Mayo, McGuigan, Ryan and Arciszewski (Chairperson)

NOES: None

EXCUSED: None

7. 02-P-05 From Deputy Corporation Counsel submitting an informational report relative to Milwaukee County policy as it relates to federal and state family and medical leave laws. **(Copy attached to original copy of these minutes.)**

APPEARANCES: Mr. Timothy Schoewe, Deputy Corporation Counsel
Mrs. Jertha Ramos-Colon, Deputy Director, DHR
Mr. Jim Eggers, Department of Administration

Scheduled Items (Continued):

Ms. Ms. Patty Yunk, AFSCME, D.C. 48
Ms. Gertie Purifoy, District Council 48

MOTION BY: (BAILEY) Direct the Department of Human Resources to report back relative to the costs of family and medical leave. (Tape No. 13B-010) Upon hearing no objections, the Chairman so order the matter referred to the Department of Human Resources.

STAFF PRESENT: Mr. Robert Murphy, County Board Research Analyst
 Mrs. Jertha Ramos-Colon, Deputy Director, DHR
 Mr. Timothy Schoewe, Deputy Corporation Counsel
 Mr. Jim Eggers, Department of Administration
 Mr. Rob Henken, Director of County Board Research

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Adjourned: 10.00 a.m.

Maribeth Welchman
Committee Clerk

mw:6/19/2002:Pm061402

Acting Chairperson: Supervisor James J. Schmitt
Committee Clerk: Maribeth Welchman, 278-4226
Research Analyst: Robert Murphy, 278-5263

COMMITTEE ON PERSONNEL
Friday, September 20 , 2002 -- 9:00 a.m.
Milwaukee County Courthouse, Room 201-B

M I N U T E S

TAPE NO. 15, Side A, No. 076 to 725

ROLL CALL:

PRESENT: Supervisors Bailey, Coggs-Jones, Mayo, McCue, Endries, Cesarz and Schmitt
(Acting Chairman)

EXCUSED: None

Scheduled Items:

1. 02-22(a) Reference file established by the County Board Chairman with respect to reports from the Director of Human Resources (DHR) relative to reclassification of existing positions, reallocations of non-represented positions, appointments at an advanced rate of pay, advancements within the pay range and all revisions to ECP positions. **(FOR INFORMATIONAL PURPOSES)** (Tape No. 15A-088)

APPEARANCES: Mr. Charles E. McDowell, Director, DHR
Mrs. Jertha Ramos-Colon, Deputy Director, DHR
Mr. Robert Murphy, County Board Research Analyst

Supervisor Endries submitted a formal objection to certain reclassifications in a communication entitled "Objection to Reclassifications in Accordance with CGO Section 17.05(7)" dated September 18, 2002. After discussion of this item, Supervisor Coggs-Jones moved approval of the recommendations of the Department of Human Resources, which takes precedence over a motion to reject. Supervisor Coggs-Jones further discussed the total fiscal costs of \$8,036.00 for the current year and \$41,120.00 for subsequent year(s).

MOTION BY: (COGGS-JONES) Approve the recommendations of the Director, DHR [with the fiscal note being \$8,036.00 (2002) and \$41,120.00 (2003)]. **(Vote 6-1)**

AYES: Bailey, Coggs-Jones, Mayo, McCue, Cesarz and Schmitt (Acting Chairperson)

NOES: None

EXCUSED: Endries

Scheduled Items (Continued):

2. 02-23(a) Reference file established by the County Board Chairman with respect to reports from the Director of Human Resources relative to temporary assignments of non-represented employees to a higher classification. **(FOR INFORMATIONAL PURPOSES)** (Tape No. 15A-315)

NO ACTION TAKEN BY THE COMMITTEE ON THE ABOVE ITEM.

3. 02-24(a) Reference file established by the County Board Chairman relative to reports from the Director of Human Resources with respect to dual employment. **(FOR INFORMATIONAL PURPOSES)** (Tape No. 15A-320)

NO ACTION TAKEN BY THE COMMITTEE ON THE ABOVE ITEM.

4. 02-15(a) Reference file established by the County Board Chairman with respect to reports from the Director of Human Resources relative to temporary and emergency appointments in existence and extension of existing emergency and temporary appointments. **(FOR INFORMATIONAL PURPOSES)** (Tape No. 15A-333)

NO ACTION TAKEN BY THE COMMITTEE ON THE ABOVE ITEM.

5. 02-P-08 From Director of Human Resources, submitting the **2001-2002 Affirmative Action Summary Report.** **(FOR INFORMATIONAL PURPOSES)** (Copy attached to original copy of these minutes.)

APPEARANCES: Supervisor Willie Johnson, 13th District

MOTION BY: (MAYO) Lay over (tape No. 15A-343). **(Vote 7-0)**

AYES: Bailey, Coggs-Jones, Mayo, McCue, Endries, Cesarz and Schmitt (Acting Chairperson)

NOES: None

EXCUSED: None

6. 02-307 From Pension Board Chairman, Milwaukee County Employees' Retirement System, relative to County Contribution to the Employees' Retirement system and OBRA 1990 Retirement System. **(Laid over 6/14/02 and 7/19/01; also to the Committee on Finance and Audit.)** (Tape No. 15A-384)

APPEARANCES: Mrs. Jertha Ramos-Colon, Deputy Director, DHR

MOTION BY: (MAYO) Approve with the addition of a specific recommended contribution of \$20,779,943.00. **(FAILS 1-6)**

AYES: Mayo

NOES: Bailey, Coggs-Jones, McCue, Endries, Cesarz and Schmitt

Scheduled Items (Continued):

(Acting Chairperson)
EXCUSED: None

MOTION BY: (COGGS-JONES) [Concur with the action of the Finance and Audit Committee] to approve the resolution recommended by the Finance and Audit Committee on 9/19/02. **(Vote 6-1)**

AYES: Bailey, Coggs-Jones, McCue, Endries, Cesarz and Schmitt (Acting Chairperson)

NOES: Mayo

EXCUSED: None

7. 02-15 From Acting Director of Human Resources, requesting approval of the
(a)(f) extension of existing Emergency and Temporary Appointments originally made between June 1, 2002 and July 31, 2002.

MOTION BY: (COGGS-JONES) Approve. **(Vote 7-0)**

AYES: Bailey, Coggs-Jones, Mayo, McCue, Endries, Cesarz and Schmitt (Acting Chairperson)

NOES: None

EXCUSED: None

8. 02-413 From Administrator, Behavioral Health Division, recommending adoption of a resolution/ordinance providing parity between represented and non-represented nurses. (Tape No. 15A-646)

APPEARANCES: Mr. Charles E. McDowell, Director, DHR
Dr. Anne Moore, Mental Health Division, Behavioral Health Division

MOTION BY: (MAYO) Approve. **(Vote 7-0)**

AYES: Bailey, Coggs-Jones, Mayo, McCue, Endries, Cesarz and Schmitt (Acting Chairperson)

NOES: None

EXCUSED: None

9. 02-428 Resolution by Supervisors Diliberti and Agnos, to implement most of the recommendations contained in a County Board staff report on the duties and composition of Milwaukee County's Election Commission, Ethics Board, Pension Board and Pension Study Commission. **On 9/12/02 the Judiciary Committee referred the said resolution to Corporation Counsel and County Board staff to develop implementing language for each of the four proposed recommendations and to address legal concerns in terms of the proposed changes (vote 7-0).**

APPEARANCES: Supervisor Daniel Diliberti, First Vice Chairman
Mr. Wrezski (retiree)

Scheduled Items (Continued):

MOTION BY: (COGGS-JONES) Approve. **(Vote 7-0)**

AYES: Bailey, Coggs-Jones, Mayo, McCue, Endries, Cesarz and Schmitt
(Acting Chairperson)

NOES: None

EXCUSED: None

COLLECTIVE BARGAINING (CAUCUS) (CLOSED SESSION):

The Committee may adjourn into closed session under the provisions of Wisconsin Statutes, Section 19.85(1)(c), (e), (g), for the purpose of discussing the following matter:

10. 02-P-01 Deputy Sheriff's Association Collective Bargaining Caucus. **(CLOSED SESSION; VERBAL REPORT)** (Tape No. 15A-725)

MOTION BY: (BAILEY) Move to go into closed session under the provisions of Wisconsin Statutes, Section 19.85(1)(c), (e), (g), for the purpose of discussing the Deputy Sheriff's Association Collective Bargaining Caucus. **(Vote 7-0)**

AYES: Bailey, Coggs-Jones, Mayo, McCue, Endries, Cesarz and Schmitt (Acting Chairperson)

NOES: None

EXCUSED: None

At the conclusion of the closed session, the Committee did not reconvene into open session to take action on the aforesaid matter.

STAFF PRESENT: Mr. Charles E. McDowell, Director, DHR
 Mrs. Jertha Ramos-Colon, Deputy Director, DHR
 Mr. Robert Murphy, County Board Research Analyst

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Adjourned: 12:00 p.m.

Maribeth Welchman, Committee Clerk

mw:Pm092002

Scheduled Items (Continued):

Chairperson: Supervisor Paul M. Cesarz
Committee Clerk: Maribeth Welchman, 278-4226
Research Analyst: Robert Murphy, 278-5263

SPECIAL MEETING OF THE COMMITTEE ON PERSONNEL

Friday, October 18 , 2002 -- 9:00 a.m.
Milwaukee County Courthouse, Room 201-B

TAPE NO. 16, Side A, No. 340 to end
TAPE NO. 16, Side B, No. 001 to end
TAPE NO. 17, Side A, No. 001 to 300

Scheduled Item:

CLOSED SESSION:

The Committee may adjourn into closed session under the provisions of Wisconsin Statutes, Section 19.85(1)(c) to consider the following matter related to compensation of public employees and 19.85(1)(e) to deliberate or negotiate the investment of public funds: (At the conclusion of the closed session, the Committee may reconvene in open session to take whatever action(s) it may deem necessary on the following matter.)

1. 02-562 Medical Benefits Cost Reduction Plan developed by the Department of Human Resources (DHR).

APPEARANCES: Mr. Charles E. McDowell, Director, DHR
Mr. Matt Janes, Employee Benefits Manager
Mr. Jerome Heer, Director of Audits
Mr. Rob Henken, Director of County Board Research
Mr. Richard H. Hauboldt, F.S.A., Consulting Actuary, Milliman, USA
Mr. Scott Manske, Milwaukee County Controller
Ms. Linda J. Seemeyer, Director, Department of Administration
Mr. Mark Cronic, WPS Health Insurance
Supervisor John Weishan, 22nd District

MOTION BY: (ZIELINSKI) Refer the matter to the Departments of Human Resources and Administration with direction to:

- (1) Negotiate a final agreement with Aurora/Humana and report back to the Committee at its next regularly-scheduled meeting of October 25, 2002;

Scheduled Items (Continued):

(2) Develop two proposals, one that provides deferred premiums and the other that does not defer those costs to the future, but is based on a level cost for the entire three-year contract; and

(3) Once the final agreement is developed, compare the proposals of WI and Aurora/Humana.

VOTE ON MOTION TO REFER: (5-1)

AYES: Bailey, Zielinski, Endries, Johnson, T. and Cesarz (Chairman)

NOES: Borkowski

Scheduled Items (Continued):

STAFF PRESENT: Mr. Robert Murphy, County Board Research Analyst
 Mr. Charles E. McDowell, Director, DHR
 Mr. Matt Janes, Employee Benefits Manager
 Mr. Jerome Heer, Director of Audits
 Mr. Rob Henken, Director of County Board Research
 Mr. Scott Manske, Milwaukee County Controller
 Ms. Linda J. Seemeyer, Director, Department of Administration

This meeting was recorded on tape, which is available for audit upon prior request of the Committee Clerk. The foregoing matters were not necessarily considered in agenda order. Committee "green files" contain copies of resolutions, amendments, ordinances, reports and correspondence, etc., which may be reviewed upon request of the Committee Clerk. The official copy of these minutes is available in the County Board office.

Adjourned: noon

Maribeth Welchman, Committee Clerk

mw:Wednesday, February 19, 2003:1:\My Documents\personnel committee\Personnel2002\Oct02\Pm101802special.doc

Chairperson: Supervisor Paul M. Cesarz
Committee Clerk: Maribeth Welchman, 278-4226
Research Analyst: Robert Murphy, 278-5263

COMMITTEE ON PERSONNEL
Friday, October 25 , 2002 -- 9:00 a.m.
Milwaukee County Courthouse, Room 201-B
MINUTES

TAPE NO. 18, Side A, No. 001 to end of tape
TAPE NO. 18, Side B, No. 001 to end of tape
TAPE NO. 19, Side A, No. 001 to end of tape
TAPE NO. 19, Side B, No. 001 to 025

ROLL CALL:

PRESENT: Supervisors Quindel, Borkowski, Endries, Johnson, T. and Cesarz (Chairman)
EXCUSED: Supervisors Bailey and Zielinski (later present)

Scheduled Items:

1. 02-22(a) Reference file established by the County Board Chairman with respect to reports from the Director of Human Resources relative to reclassification of existing positions, reallocations of non-represented positions, appointments at an advanced rate of pay, advancements within the pay range and all revisions to ECP positions. **(FOR INFORMATIONAL PURPOSES)**

Supervisor Zielinski present (Tape No. 18A-020).

APPEARANCES: Mrs. Jertha Ramos-Colon, Deputy Director, DHR

NO ACTION TAKEN BY THE COMMITTEE ON THE ABOVE ITEM.

2. 02-23(a) Reference file established by the County Board Chairman with respect to reports from the Director of Human Resources relative to temporary assignments of non-represented employees to a higher classification. **(FOR INFORMATIONAL PURPOSES)**

APPEARANCES: JoAnn Dobberfuhl, Department of Human Resources

NO ACTION TAKEN BY THE COMMITTEE ON THE ABOVE ITEM.

3. 02-24(a) Reference file established by the County Board Chairman relative to reports from the Director of Human Resources with respect to dual

Scheduled Items (Continued):

employment. **(FOR INFORMATIONAL PURPOSES)**

NO ACTION TAKEN ON THE ABOVE ITEM.

4. 02-15(a) Reference file established by the County Board Chairman with respect to reports from the Director of Human Resources relative to temporary and emergency appointments in existence and extension of existing emergency and temporary appointments. **(FOR INFORMATIONAL PURPOSES)**

NO ACTION TAKEN BY THE COMMITTEE ON THE ABOVE ITEM.

5. 02-P-05 Report from the Director, DHR, relative to Milwaukee County policy as it relates to federal and state family and medical leave laws. **(FOR INFORMATION ONLY.) (Copy attached to original copy of these minutes.)**

APPEARANCES: JoAnn Dobberfuhl, Department of Human Resources

MOTION BY: (BORKOWSKI) Lay over until December, 2002. **(Vote 6-0)**

AYES: Quindel, Zielinski, Borkowski, Endries, Johnson, T., and Cesarz (Chairperson)

NOES: None

EXCUSED: Bailey

6. 02-503(a) From the Director, DHR, submitting classification and rate of pay for positions created in the proposed 2003 Budget.

APPEARANCES: JoAnn Dobberfuhl, Department of Human Resources
Mr. Greg Mc Kinstry, Human Resources Director, Parks Department
Mr. Charles E. McDowell, Director, DHR

MOTION BY: (QUINDEL) Approve. **(Vote 5-1)**

AYES: Quindel, Zielinski, Borkowski, Johnson, T., and Cesarz (Chairperson)

NOES: Endries

EXCUSED: Bailey

CLOSED SESSION:

The Committee may adjourn into closed session under the provisions of Wisconsin Statutes, Section 19.85(1)(c) to consider the following matter related to compensation of public employes and 19.85(1)(e) to deliberate or negotiate the investment of public funds:

Scheduled Items (Continued):

7. 02-562 Medical Benefits Cost Reduction Plan developed by the Department of Human Resources (DHR). (Written reports from DHR: "Humana's proposal with and without retro premiums;" "Overview of Medical Cost Reduction Plan;" "Timetable for completing 2003 benefits booklet and open enrollment process;" and two charts entitled "Milwaukee County Department of Human Resources Employee Benefits Division — Proposed", and "Milwaukee County Department of Human Resources Employee Benefits Division —Current." (Tape No. 18A-530 to end; 18B-001 to end; and 19A001 to end)

APPEARANCES: Mr. Charles E. McDowell, Director, DHR
Ms. Linda J. Seemeyer, Director, Department of Administration
Mr. Matt Janes, Employee Benefits Manager
Mr. Doug Jenkins, Deputy Director of Audits
Mr. Rob Henken, Director of County Board Research
Supervisor John Weishan, Twenty-Second District
Mr. Bill Mollenhauser, Milwaukee D.C. 48 (Tape No. 19A-099)
Mr. Richard H. Hauboldt, F.S.A., Consulting Actuary, Milliman, USA
Ms. Patty Yunk, AFSCME, D.C. 48 (Tape No. 19A-323)
Mr. Mark Cronce, WPS Health Insurance

Mr. Janes stated that to approve this medical cost reduction plan, the committee needs to authorize and direct the Department of Human Resources to execute the contracts and provide termination of contracts with vendors no longer in the medical plan.

Supervisor Zielinski questioned whether the County's requirement to pay claims run-out (claims not paid in 2002) was included in the recommended 2003 budget. Ms. Seemeyer stated that it is not budgeted because some would fall in the 2002 costs and the rest would come from fringe benefits lines. Discussion ensued regarding modest incentives in employee contributions; written documents and termination of contracts.

Supervisor Quindel requested the following information before board day: (1) actual document that summarizes terminating contracts, carry over costs, and what the county needs to get the union in agreement, including premium recommendations; (2) how the employees will be notified of the administrative change of a fee for service system; (3) a commitment from Humana and Aurora to meet with major parties in this community to address how to reduce the cost of health care and improving health; and (4) how the elements of risk will be budgeted such as a sum set aside to cover this risk.

Scheduled Items (Continued):

MOTION BY: (QUINDEL) (Tape No. 19A-511) Approve and add a letter to the union to notify them and get their response; approve contract development and send notice to existing vendors. (***Motion later withdrawn by Supervisor Quindel.***)

MOTION BY: (QUINDEL) Endorse the Cost Reduction Plan; approve finalization [of the contracts]; authorize execution of the contracts, subject to approval by corporation counsel; and authorize terminating existing contracts [as necessary]. (**Vote 5-1**) (Tape No. 19A-758)
AYES: Quindel, Zielinski, Endries, Johnson, T., and Cesarz (Chairperson)
NOES: Borkowski
EXCUSED: Bailey

At the conclusion of the closed session, the Committee may reconvene in open session to take whatever action(s) it may deem necessary on the aforesaid matter.

**_*_*_*_*_*_*_*_*_*_*_*_*_

COLLECTIVE BARGAINING (CAUCUS) (CLOSED SESSION):

The Committee may adjourn into closed session under the provisions of Wisconsin Statutes, Section 19.85(1)(c), (e), (g), for the purpose of discussing the following matter:

8. 02-P-01 Deputy Sheriff's Association Collective Bargaining Caucus. (**CLOSED SESSION**) (Tape No. 19B-010)

NO ACTION TAKEN BY THE COMMITTEE ON THE ABOVE ITEM.

At the conclusion of the closed session, the Committee may reconvene in open session to take whatever action(s) it may deem necessary on the aforesaid matter.

**_*_*_*_*_*_*_*_*_*_*_*_*_

9. 02-560 From Director of Human Resources, submitting the **"2001-2002 Affirmative Action Summary Report."** (**LAID OVER 9/20/02**) (Formerly File No. 02-P-08)

APPEARANCES: Ms. Patricia Villarreal, Employment Relations Manager, DHR (Tape No. 18A-315)

MOTION BY: (BORKOWSKI) Receive and place on file.
NO OBJECTIONS; SO ORDERED. (**Committee action**)

STAFF PRESENT: Mr. Robert Murphy, County Board Research Analyst

Scheduled Items (Continued):

Mrs. Jertha Ramos-Colon, Deputy Director, DHR
JoAnn Dobberfuhl, Department of Human Resources
Mr. Charles E. McDowell, Director, DHR
Ms. Linda J. Seemeyer, Director, Department of Administration
Mr. Matt Janes, Employee Benefits Manager
Mr. Doug Jenkins, Deputy Director of Audits
Mr. Rob Henken, Director of County Board Research

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Adjourned: 12:15 p.m.

Maribeth Welchman, Committee Clerk

mw:12/3/2002:Pm102502

Chairperson: Supervisor Paul M. Cesarz
Committee Clerk: Maribeth Welchman, 278-4226
Research Analyst: Robert Murphy, 278-5263

COMMITTEE ON PERSONNEL
Friday, December 13, 2002 – 9:00 a.m.
Milwaukee County Courthouse, Room 201-B

M I N U T E S

TAPE NO. 19, Side B, No. 025 to end of tape

TAPE NO. 20, Side A, No. 001 to 153

ROLL CALL:

PRESENT: Supervisors Quindel, Bailey, Zielinski, Borkowski, Endries, Johnson, T. and Cesarz
(Chairman)

EXCUSED: None

Scheduled Items:

1. 02-614 From County Executive, appointing Mr. Troy M. Hamblin to the position of Director of Labor Relations of the Department of Administrative Services Division of Human Resources. (Report from the Director, Department of Human Resources (DHR) dated 12/12/02; formerly File No. 02-P-08.)

APPEARANCES: Mr. Charles E. McDowell, Director, DHR
Mr. Troy M. Hamblin

MOTION BY: (BAILEY) Approve (Tape No. 19B-036). **(Vote 7-0)**

AYES: Quindel, Bailey, Zielinski, Borkowski, Endries, Johnson, T., and Cesarz
(Chairman)

NOES: None

EXCUSED: None

2. 02-593 From Acting Director of Public Works, recommending approval for payment of a not to exceed one time only expenditure of \$3,000 for moving expenses of Mr. Russell Couchman, candidate for the Noise Abatement Analyst position at General Mitchell International Airport. **(Also to Committee on Transportation, Public Works, and Transit) (The Committee on Transportation, on 12/4/02, recommended approval to the Committee on Personnel of the said request.)** (Adopted resolutions File Nos. 88-38(a)(a) and 98-298.)

APPEARANCES: Mr. Barry Bateman, Director, General Mitchell International Airport (GMIA)
Ms. Semore, Noise Abatement Coordinator, GMIA

Scheduled Items (Continued):

Mr. Bateman stated that the Transportation Committee approved the request amended to state "should he [Mr. Couchman] leave County service within one year, the County will be paid the money back."

MOTION BY: (BAILEY) Approve, amended to include the repayment of the funds if the gentleman leaves County service within one year (Tape No. 19B-121). **(Vote 7-0)**

AYES: Quindel, Bailey, Zielinski, Borkowski, Endries, Johnson, T., and Cesarz (Chairman)

NOES: None

EXCUSED: None

3. 02-22 (a) From the Director of Human Resources relative to reclassification of existing positions, reallocations of non-represented positions, appointments at an advanced rate of pay, advancements within the pay range and all revisions to ECP positions. **(FOR INFORMATIONAL PURPOSES)**

APPEARANCES: Mr. Charles E. McDowell, Director, DHR, withdrew the request for reclassification for the Department of Public Works, Title code 00069-0001, Legal Secretary, PR5PM (Tape No. 19b-133).

NO ACTION FURTHER TAKEN BY THE COMMITTEE ON THE ABOVE ITEM.

4. 02-23 (a) From the Director of Human Resources relative to temporary assignments of non-represented employees to a higher classification. **(FOR INFORMATIONAL PURPOSES)**

APPEARANCES: Mr. Charles E. McDowell, Director, DHR (Tape No. 19B-200).

NO ACTION TAKEN BY THE COMMITTEE ON THE ABOVE ITEM.

5. 02-24 (a) From the Director of Human Resources with respect to dual employment. **(FOR INFORMATIONAL PURPOSES)**

APPEARANCES: Mr. Charles E. McDowell, Director, DHR (Tape No. 19B-204)

Mrs. Jertha Ramos-Colon, Deputy Director, DHR

NO ACTION TAKEN BY THE COMMITTEE ON THE ABOVE ITEM.

6. 02-15 From the Director of Human Resources relative to temporary and emergency

Scheduled Items (Continued):

- (a) appointments in existence. **(FOR INFORMATIONAL PURPOSES)**

APPEARANCES: Mr. Charles E. McDowell, Director, DHR (Tape No. 19B-315)

NO ACTION TAKEN BY THE COMMITTEE ON THE ABOVE ITEM.

7. 02-384 From Manager, Information Management Services Division (IMSD), submitting
(a) the first of quarterly reports on the progress of the Human Resource System Management Committee. **(FOR INFORMATIONAL PURPOSES)** (Submitted pursuant to resolution file no. 02-384 adopted on 7/25/02.) (Tape No. 19B-219)

APPEARANCES: Mrs. G. Kocourek, Manager, IMSD
Ms. Mary Reddin, Assistant Manager, IMDS

NO ACTION TAKEN BY THE COMMITTEE ON THE ABOVE ITEM.

8. 02-P-05 From Deputy Corporation Counsel submitting an informational report relative
to Milwaukee County policy as it relates to federal and state family and medical
leave laws. **(FOR INFORMATIONAL PURPOSES) (Laid over 10/25/02.)**
(Revisions to pages 27 and 28 from DHR) **(Copy attached to original copy of
these minutes.)**

APPEARANCES: Mrs. Jertha Ramos-Colon, Deputy Director, DHR (Tape No. 19B-328)

Mr. Charles E. McDowell, Director, DHR
JoAnn Dobberfuhr, Department of Human Resources

Ms. Ramos-Colon stated that pages 27 and 28 of the report should be replaced with pages she submitted to the Committee.

NO ACTION TAKEN BY THE COMMITTEE ON THE ABOVE ITEM.

9. 02-503 From Director of Human Resources, submitting recommendations related to
(a)(b) classification and rate of pay for positions created in the 2003 Adopted County Budget.

APPEARANCES: Mr. Charles E. McDowell, Director, DHR
Mrs. Jertha Ramos-Colon, Deputy Director, DHR (Tape No. 19B-393)

Ms. Ramos-Colon withdrew the recommendation related to classification and rate of pay for the Department of Public Works – Facilities Manager, Mechanical Maintenance Technician.

Scheduled Items (Continued):

MOTION BY: (BAILEY) Approve. **(Vote 7-0)**

AYES: Quindel, Bailey, Zielinski, Borkowski, Endries, Johnson, T., and Cesarz (Chairman)

NOES: None

EXCUSED: None

10. 02-15 From the Director of Human Resources requesting extension of temporary and
(a)(g) emergency appointments originally made between August 1, 2002 and September 30, 2002.

APPEARANCES: Mr. Charles E. McDowell, Director, DHR (Tape No. 19B-424)

MOTION BY: (BAILEY) Approve. **(Vote 7-0)**

AYES: Quindel, Bailey, Zielinski, Borkowski, Endries, Johnson, T., and Cesarz (Chairman)

NOES: None

EXCUSED: None

11. 02-428 Resolution by Supervisors Diliberti and Agnos to implement most of the recommendations contained in a County Board staff report on the duties and composition of Milwaukee County's Election Commission, Ethics Board, Pension Board and Pension Study Commission. **(Also to the Committee on Judiciary, Safety and General Services)**
- (A) A resolution establishing a work group to review political activity of election board officials and directing Intergovernmental Relations to seek state legislation to expand the size of the commission from 3 to 5 commissioners. **The Judiciary Committee, on 12/5/02, recommended approval (vote 7-0).**
 - (B) A resolution establishing a work group to review solicitation of campaign contributions by county officials or candidates for county office, Milwaukee County ordinances and policy related to the Ethics Board; and directing the Ethics Board to develop a form for County officials related to election campaign activities. **The Judiciary Committee, on 12/5/02, recommended approval (vote 7-0).**
 - (C) A resolution establishing a work group to review recommendations related to the Pension Board ordinance. **The Judiciary Committee, on 12/5/02, recommended approval (vote 6-1).**
 - (D) A resolution directing a review of the provisions of Chapter 58 as it relates to the Pension Board and a mechanism to provide information to the Employees' Retirement System (ERS) members relative to contemplated rules or procedural changes, with a report due back to

Scheduled Items (Continued):

the Personnel Committee by June, 2003. **Judiciary Committee, on 12/5/02, laid over the above resolution (vote 7-0).**

- (E) A resolution directing the Pension Board to provide \$25,000 annually, if needed, to enable the Pension Study Commission to meet statutory duties or obtain independent actuarial analysis of other financial calculations deemed desirable; directing the Director of Intergovernmental Relations to seek State Legislation to permit appointment of Pension Study Commission members to staggered terms; and recommending adoption of an Ordinance to revise the membership of the Pension Study Commission. **The Judiciary Committee, on 12/5/02, laid over the above resolution (vote 7-0).**

APPEARANCES: Supervisor Daniel Diliberti, First Vice Chairman
Mr. Robert Murphy, County Board Research Analyst (Tape No. 19B-516)

MOTION BY: (BAILEY) Concur with the recommendation of the Judiciary Committee's actions for items 11A, 11B and 11C. **(Vote 7-0)**

AYES: Quindel, Bailey, Zielinski, Borkowski, Endries, Johnson, T., and Cesarz (Chairman)

NOES: None

EXCUSED: None

APPEARANCES: Mr. Steve Mokrohisky, Deputy Chief of Staff, County Executive's Office

MOTION BY: (BAILEY) Lay over pending the appointment of a Blue Ribbon Commission by the County Executive and refer the recommendations to the Commission **(motion later withdrawn).**

MOTION BY: (BAILEY) Approve item 11D (Tape No. 19B-622). **(Vote 7-0)**

AYES: Quindel, Bailey, Zielinski, Borkowski, Endries, Johnson, T., and Cesarz (Chairman)

NOES: None

EXCUSED: None

APPEARANCES: Mr. Doug Jenkins, Deputy Director of Audits
Mr. Robert Murphy, County Board Research Analyst, stated that at least one of the public members would have to be a non-ERS member
Mr. Cliff Van Beek, against using ERS fund for actuarial analyses

MOTION BY: (BAILEY) Approve item 11E (Tape No. 20A-126). **(Vote 6-1)**

AYES: Quindel, Bailey, Zielinski, Endries, Johnson, T., and Cesarz (Chairman)

NOES: Borkowski

EXCUSED: None

Scheduled Items (Continued):

*_*_*_*_*_*_*_*_*_*_*_*_*_*_*_*

COLLECTIVE BARGAINING (CAUCUS) (CLOSED SESSION):

The Committee may adjourn into closed session under the provisions of Wisconsin Statutes, Section 19.85(1)(c), (e), (g), for the purpose of discussing the following matter(s); at the conclusion of the closed session, the Committee may reconvene in open session to take whatever action(s) it may deem necessary on the aforesaid matter(s):

12. 01-P-01 Deputy Sheriff's Association Collective Bargaining Caucus. **(CLOSED SESSION)**

MOTION BY: (BAILEY) Move to go into closed session under the above-stated provisions. **(Vote 7-0)**

AYES: Quindel, Bailey, Zielinski, Borkowski, Endries, Johnson, T., and Cesarz (Chairman)

NOES: None

EXCUSED: None

The Committee did not convene into closed session on the above item.

STAFF PRESENT: Mr. Charles E. McDowell, Director, DHR
 Mr. Barry Bateman, Director GMIA
 Ms. * Semore, Noise Abatement Coordinator, GMIA
 Mrs. Jertha Ramos-Colon, Deputy Director, DHR
 Mrs. G. Kocourek, Manager, IMSD
 Ms. Mary Reddin, Assistant Manager, IMSD
 JoAnn Dobberfuhl, Department of Human Resources
 Mr. Robert Murphy, County Board Research Analyst
 Steve Mokrohisky, Deputy Chief of Staff, County Executive's Office
 Mr. Doug Jenkins, Deputy Director of Audits

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Adjourned: 12:30 p.m.

Maribeth Welchman, Committee Clerk

mw:12/18/2002:Pm121302